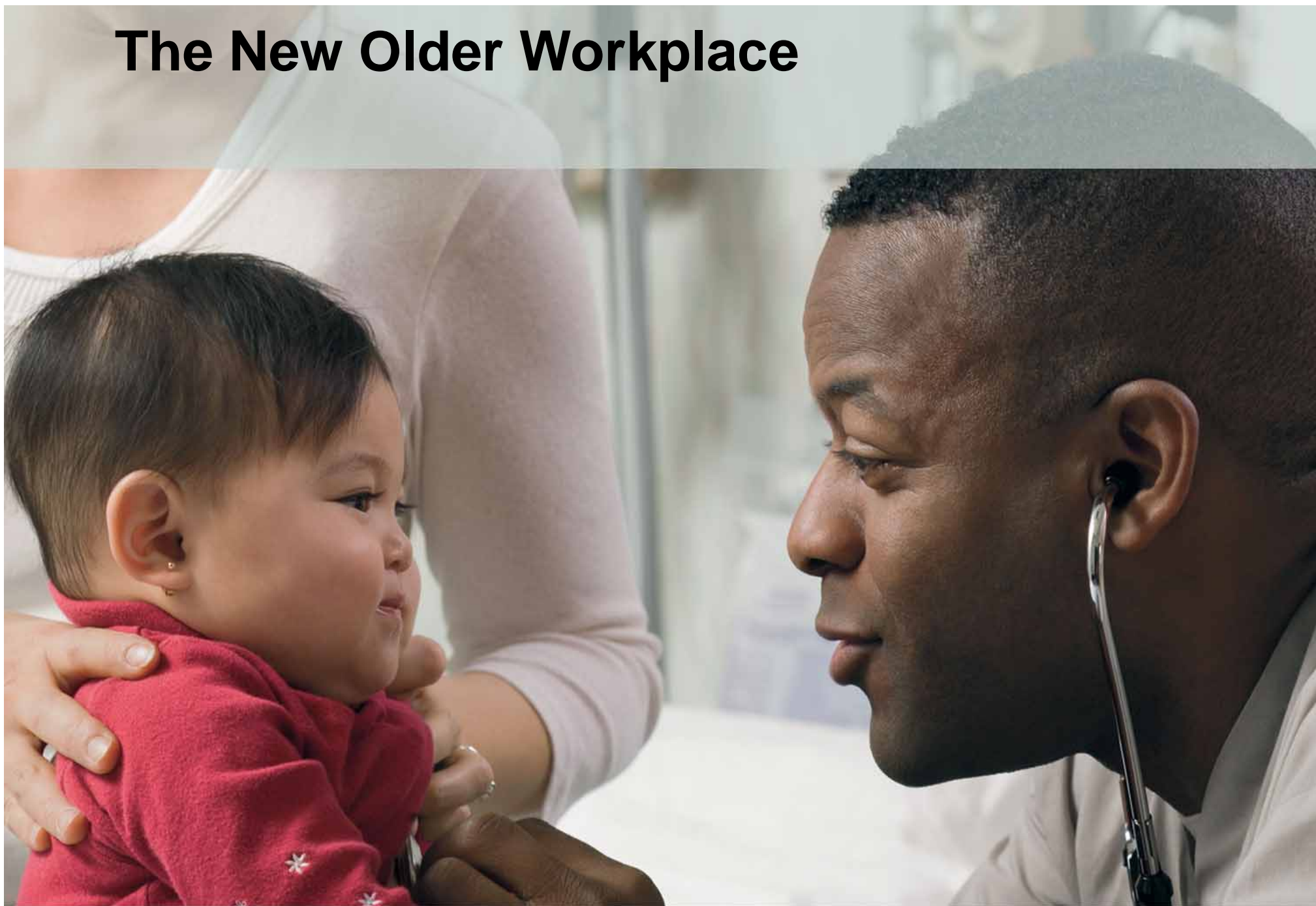


The New Older Workplace



Human Resources / April 7, 2011



Mission-To design, finance & deliver high quality healthcare



Background



Group Health Cooperative began in 1947.

Consumer governed (11 member Board of Trustees)

Non-profit integrated health care organization. Provides medical coverage and care to more than 700,000 residents in Washington State and Northern Idaho.

26 medical centers

Consolidated operating revenue: \$3 billion (2010 estimated)

People

Total staff: 8,000+

Average tenure of employment is 7 years

Average age is 44 & 43% of our current staff are 50 and above.

Major Employer Group Accounts



■ Boeing



■ City of Seattle

■ King County, Washington

■ Macy's



■ Microsoft



■ Nordstrom



■ Providence Health System



A caring difference you can feel

■ Puget Sound Energy



■ Seattle Cancer Care Alliance

■ Seattle School District

■ Spokane County, Washington

■ United Airlines



■ US Bank



■ Verizon



■ Wells Fargo & Company

Group Health Research Institute

Founded 1983



Aging & geriatrics

Alternative approaches to healing

Behavior change

Biostatistics

Cancer Control

Cardiovascular health

Child & adolescent health

Chronic Illness management

Health informatics

Health services & economics

Immunization & infectious diseases

Medication use & patient safety

Mental health

Obesity

Preventive medicine



Group Health Foundation



The Foundation supports Group Health in providing the best care for its members and creating better health in our communities.

Funded by \$4 million dollars from donor contributions in 2010

OUR WORK

Childhood Immunization

Teen Health Centers

The Partnership for Innovation

Health Trek

Blood & Guts



- Part-time (.5 FTE to .74 FTE) receive **benefits**. Limited Duration (temporary status) receive medical benefits for self and holiday pay. 75 FTE and above is considered full-time employment.
- Temporary, job share, telecommuting, reduced and/or flexible work schedules.
- Paid (25% to 50% of salary) Sabbaticals range in length from three (3) to twelve (12) months in duration.

Paid Time Off (PTO)



Group Health Employees are encouraged to *refresh and renew* with Paid Time Off.

Non-exempt employees start with 16 days of PTO and cap out at 12 years with 29 days per year.

Exempt employees start with 21 days of PTO per year and cap out at 31 days per year after 10 years of service.

- **8** holiday and one floating holiday each calendar year (New Year's Day, Independence Day, Martin Luther King, Jr. Day, Labor Day, Presidents' Day, Thanksgiving, Memorial Day, Christmas)

Mentoring



Within Nursing Operation's **Mapping the Second Half of Our Lives Program**-provides experienced nurses who are close to retirement, an opportunity to reduce their work hours and to support and mentor inexperienced nurses.

- Preceptor -- Nurses start their career at Group Health with a formal preceptor training program. Each new hire is assigned a preceptor to guide their progress and help them socialize in their new role. This approach not only helps the new hire successfully integrate into the work group, it also provides a way to re-energize older workers who perform these roles and allows the organization to retain their valuable knowledge and expertise.
- Residency Program – 10-12 week program that supports the transition of nurses from LPN to RN roles. An additional formal program that includes both didactics and application of knowledge through 1- 1 preceptor relationship.

THANK YOU

